




**DEPARTMENT OF PUBLIC SAFETY  
INTRA-DEPARTMENTAL  
CORRESPONDENCE**



---

**DATE: SEPTEMBER 17, 2012**

**FROM: ROBERT W. SHILLING, CHIEF**  
**DEPUTY SECRETARY/OPERATIONS** 

**THROUGH:**

**TO: SPECIALTY TEAM MEMBERS**  
**STANDARDS BUREAU, NMSP**  
**HUMAN RESOURCES BUREAU, NMDPS**

**SUBJECT: DIRECTIVE – SPECIALTY TEAM INCENTIVE PAY**

---

Until such time as PRS:16:00 "New Mexico State Police Officer Pay Plan" can be amended and reconciled as appropriate, the following directive is effective beginning pay period 09/01/2012.

It is important to recognize the members of the New Mexico State Police that are serving on our Specialty Teams. The units in which you serve are a critical element in the mission of the department. Each unit requires special skills and some require putting yourselves in situations that even the average police officer does not have to be exposed. Some of you have to respond at all hours of the night, weekends or holidays and do it to make the mission successful for the public good.

Quite a bit of thought has gone into providing each of you with compensation for the service you provide. Many of you take on these additional duties and are expected to maintain your high level of professionalism and productivity in your primary jobs as well.

Effective immediately, each of you will receive a percentage based increase to your salary for your services to your respective specialty unit. The increase to your salary will be two-fold; are you a part of a specialty team and is your participation in that unit a higher risk to your safety than the average patrol officer or agent with our department? The participation increase will be an additional 3 percent to your salary. The high risk incentive will be 2 percent of your salary.

These increases will be independent of other salary increases. For example, if you are in the Investigations Bureau you will retain the 5 increase that is currently in place and will be granted the additional increase based on the specialty unit in which you participate. A breakdown of those salary increases has been broken down below.

Directive – Specialty Team Incentive Pay

- Bomb Team; 5%
- Dive Team; 5%
- Tactical Team; 5%
- Tactical Flight Officer; 5%
- Emergency Response Team; 3%
- Honor Guard; 3%
- K9 Unit; 3%
- Crash Reconstruction Unit; 3%
- Motor Unit; 3%
- Crisis Negotiators; 3%
- Tactical Medics; 5%
- Meth Lab Team; 2%

Thank you very much for your commitment to making the New Mexico State Police and its Specialty Team's some of the most professional in the country. Your efforts do not go without notice.

RWS:rws